

GOVERNMENT OF TELANGANA
ABSTRACT

LET&F Department – Building & Other Construction Workers (RE&CS) Act, 1996 and Telangana Building & Other Construction Workers (RE&CS) Rules, 1999 – Implementation of Welfare Schemes by the Telangana Building & Other Construction Workers Welfare Board to provide skill training to the registered building & other construction workers in acquiring new skills / upgradation of existing skills, safety and hygiene in construction and any other trade and vocational training to their dependants – Orders – Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LABOUR-I) DEPARTMENT

G.O.Ms.No. 37

Dated: 04-12-2019

Read the following:-

1. G.O.Ms.No.63, LET&F (Lab) Department, Dated: 06.09.2016.
2. G.O.Ms.No.27, LET&F (Lab) Department, Dated: 12.06.2018.
3. G.O.Ms.No.44, LET&F (Lab) Department, Dated: 10.12.2018.
4. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.J2/220/2019, Dated: 19.01.2019 along with Secretary & CEO, TBOCWWB, Hyderabad, Lr.No.D/2212/2018, dt: 09.01.2019.
5. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.J2/220/2019, Dated: 22.10.2019 along with Secretary & CEO, TBOCWWB, Hyderabad, Lr.No.D/2212/2018, dt: 18.10.2019.

ORDER:-

Under Section 22 of the Building & Other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996 Construction Board constituted under the Act is mandated to provide welfare measures and facilities to the Building & Other Construction Workers registered as beneficiaries with the Construction Board and it is required in accordance with Rule 33-L of the Telangana Building & Other Construction Workers (RE&CS) Rules, 1999 that Government have to give approval to such scheme.

2. In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letters 4th and 5th read above, Government after careful examination of the proposal hereby approve the scheme under sub rule (L) of rule 33 of the Telangana Building & Other Construction Workers Welfare (RE&CS) Rules, 1999 read with section 22 (h) of the Building & Other Construction Workers (RE&CS) Act, 1996 for implementing the welfare scheme with following guidelines to provide skill training to the registered building and other construction workers in acquiring new skills / up gradation of existing skills safety and hygiene in construction and any other trades and vocational training to their dependants so as to improve their productivity and employability:-

- (a) The Scheme is applicable to the building and other construction worker registered as a beneficiary with the Telangana Building & Other Construction Workers Welfare Board (TBOCWWB) and their dependants.
- (b) The expenditure on the training shall be borne by the Telangana Building and Other Construction Workers Welfare Board, Hyderabad
- (c) The training programme shall be imparted through the identified agencies / training centres and assessment agencies to be approved by the District Monitoring Committee headed by the District Collector.

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- (d) The Nodal Officers of Labour Department with the approval of District Collector shall invite Expression of Interest (EoI) from reputed Firms / Organisations (herein after called Applicants) for empanelment of Training Partners (TPs) / Vocational Training Partners (VTPs) and Assessment Partner fulfilling the terms and conditions prescribed in **Annexure-A & B** to conduct non-residential skill training programme in construction trades / any other trades for registered building & other construction workers and vocational training programme to their dependants in Telangana State.
- (e) The nodal officers of the Labour Department, Telangana shall identify the registered construction workers for training programme and place before the District Monitoring Committee headed by the District Collector for selection of the trainees.
- (f) The terms and conditions for effective implementation of the training scheme is in **Annexure-C**.
- (g) The details of the training programme are:-

(A) 15 days non-residential skill training programme in construction trades for registered building & other construction workers:-

1.	Title of the programme	15 days non-residential skill training programme in construction trades for registered building & other construction workers.
2.	Eligibility	Building & other construction workers registered with the Telangana Building & Other Construction Workers Welfare Board, Hyderabad
3.	Age Limit	18-45 years
4.	Training fee:	Rs.37.50 per hour per trainee for the present financial year 2019-2020 with an annual escalation of Rs.2.50 paisa per trainee at the beginning of each financial year.
5.	Stipend:	@ of Rs.300/- (Rupees three hundred) per day per trainee
6.	Training assessment and Certification fee	@ Rs,800/- (Rupees eight hundred only) each per trainee.
7.	Trades offered, duration of training programme and educational qualification of the trainee.	As per Annexure-D
8.	Venue	Two to three centers in each district in Telangana State depending on the demand for training as decided by the District Monitoring Committee headed by the District Collector.
9.	Batch Strength	30 numbers in each trade

(B) Non-residential skill training programme in any other trades for registered building & other construction workers and vocational training to their dependants:-

1.	Title of the programme	Non-residential skill training programme in any other trades for registered building & other construction workers and vocational training to their dependants
2.	Eligibility	Building & other construction workers registered with the Telangana Building & Other Construction Workers Welfare Board, Hyderabad
3.	Age Limit	18-45 years
4.	Training fee:	Rs.37.50 per hour per trainee for the present financial year 2019-2020 with an annual escalation of Rs.2.50 paisa per trainee at the beginning of each financial year.

5.	Stipend:	@ of Rs.300/- (Rupees three hundred) per day for the construction workers only.
6.	Training assessment and Certification fee	@ Rs,800/- (Rupees eight hundred only) each for assessment of the trainees.
7.	Trades offered, duration of training programme and educational qualification of the trainee.	As per Annexure-D
8.	Venue	Two to three centers in each district in Telangana State depending on the demand for training as decided by the District Monitoring Committee headed by the District Collector.
9.	Batch Strength	30 numbers in each trade

3. The Commissioner of Labour, Telangana, Hyderabad and the Secretary & Chief Executive Officer, Telangana Building & Other Construction Workers Welfare Board, Hyderabad shall take necessary action accordingly and place the matter before the Board for record.

4. This order issues with the concurrence of the Finance (EBS.X) Department vide their U.O.No.12071/14/A2/EBS.X/2019, Dated: 24.05.2019.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

Dr. SHASHANK GOEL,
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Commissioner of Labour, Telangana, Hyderabad
The Secretary & Chief Executive Officer, Telangana Building &
Other Construction Workers Welfare Board, Hyderabad
All District Collectors in the State

Copy to:

The P.S. to Special Secretary to Chief Minister
The P.S. to Minister (Labour & Employment)
The Finance (EBS.X) Department
SC

// FORWARDED :: BY ORDER //

SECTION OFFICER

ANNEXURES TO G.O.MS.NO.37 , LET&F (LAB-I) DEPARTMENT,
DATED: 04.12.2019

Annexure-A

The following terms and conditions are prescribed for selection of the Training Agency by the District Monitoring Committee headed by the District Collector:-

Terms and conditions for selection of the Training Agency:-

- (1) Departments / Institutions under the Govt. of Telangana, Private Educational Institutions recognised under University Grants Commission (UGC), National Council for Vocational Training (NCVT) All India Council of Technical Education (AICTE), Ministry of Human Resource Development (MHRD) and any other similar statutory organisations National Skill Development Corporation (NSDC) / Sector Skill Council (SSC) Partners / affiliated Vocational Training Providers are eligible.
- (2) Empanelment of firms / Organization having relevant experience in conducting skill training for the construction workers as per their eligibility and evaluation criteria. Program quality and implementation will be monitored and evaluated by the Labour Department, Telangana as per its Quality Standards and Procedures.
- (3) The Nodal Officer of the Labour Department, Telangana with the approval of District Collector shall invite Expression of Interest (EoI) for empanelment of the Training Partner to conduct 15 days non-residential skill training programme in construction trades or any other trades for the registered building & other construction workers and vocational training for their dependants sponsored by the TBOCWWB in the State of Telangana.
- (4) The training partner should fulfil the following criteria:
 - a) At least one year of experience in providing skill development trainings.
 - b) Should have at least trained 100 candidates in last three years.
 - c) Should have conducted training under any skill development related schemes funded by Government of India or State Government of Telangana.
 - d) The agencies should follow standard curriculum for the skill training courses as per SSC/ National Skill Qualification Framework (NSQF) guidelines.
 - e) Should have permanent Infrastructure (or rent/lease) in all the Districts of Telangana State.
 - f) Franchisee/ SPVs/ Consortiums/Joint Ventures will not be allowed. However, First level Franchise only may be considered on case to case basis at the sole discretion of the District Level Monitoring Committee headed by the District Collector.
 - g) It is mandatory that the Training Centre is registered as Training Provider at SMARTNSDC and in the process of submission of Centre Accreditation Application form (CAAF) are eligible.

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- h) Institutions shall follow the course curriculum as per the SSC/National Occupational Standards (NOS) - National Skill Development Corporation (NSDC).
- i) Training Centre preferably should have the stipulated infrastructure (Class room, power, Geo tagged Biometric Attendance, IP Camera Enabled Indoor & Outdoor Classes, Lab, Broadband, Power Backup, Training aids, Fire-fighting Equipment, First Aid, Canteen, Washroom Facilities, Copying Equipment, Proper Sitting Arrangement, Drinking Water etc.) and equipment as per guidelines to ensure skilling as per the standards prescribed in the course curriculum/trade.
- j) Trainers / faculties are to be selected / available for the training programme having the pre- requisite qualifications specific to the trade as per Scheme guidelines for skill training programme.
- k) The Training Providers shall be expected to detail the design, organize, conduct and monitor phases of various Training Programs / Modules and provide counselling to the trainees.
- l) Training Partners shall conduct training programs with good media coverage.
- m) Project duration will be initially for a period of one year from the date of signing MoU, which may be extended or reduced subject to Quarterly / Half Yearly review of the performance of Training Partners and overall project length.

Dr. SHASHANK GOEL,
PRINCIPAL SECRETARY TO GOVERNMENT

Annexure-B

The following terms and conditions are prescribed for selection of the Assessing Partner by the District Monitoring Committee headed by the District Collector:-

Terms and conditions for selection of the Assessing Partner:-

- (1) Departments / Institutions under the Govt. of Telangana, Private Educational Institutions recognised under University Grants Commission (UGC), National Council for Vocational Training (NCVT), all India Council of Technical Education (AICTE), Ministry of Human Resource Development (MHRD) and any other similar statutory organisations are eligible, National Skill Development Corporation (NSDC) / Sector Skill Council (SSC) Partners / affiliated Vocational Assessment agencies are eligible.
- (2) Empanelment of firms / Organization having relevant experience in conducting skill training for the construction workers as per their eligibility and evaluation criteria. Program quality and implementation will be monitored and evaluated by the Labour Department, Telangana as per its Quality Standards and Procedures.
- (3) The Nodal Officer of the Labour Department, Telangana shall invite Expression of Interest (EoI) for empanelment of the Assessing Partner for assessing the conduct 15 days non-residential skill training programme in construction trades or any other trades for the registered building & other construction workers and vocational training for their dependants sponsored by the TBOCWWB in the State of Telangana
- (4) Assessment Service Providers—Company / Firm / Organisation / Non-Government Organisation (NGO) / Trust / Society / Industry affiliated organisations should fulfil the following criteria:
 - a) At least two years of experience in assessment of the skills of the trainees.
 - b) Should have conducted assessment test under any skill training related schemes funded by Government of India or State Government of Telangana.
 - c) Franchisee / SPVs / Consortiums / Joint Ventures will not normally be allowed. However, First level Franchise only may be considered on case to case basis at the sole discretion of the District Level Monitoring Committee headed by the District Collector.
 - d) Shall facilitate in managing the MIS related activities including access to TBOCWWB portal, for updation of data records, tracking the progress of the assessment, training and certification.
 - e) Shall monitor the beneficiary assessment
 - f) Shall provide suggestions, if any on the training calendar provided by the Nodal Officer.
 - g) Shall support distribution of certificates to the beneficiaries.

Dr. SHASHANK GOEL,
PRINCIPAL SECRETARY TO GOVERNMENT

ANNEXURE-C

Terms and Conditions for effective Implementation of the Training Scheme:-

1. The Training Agency shall provide the list of training centers, contact numbers of respective officers of the agency along with the schedule of the training programme to the Nodal Officers conducting the 15 days non-residential skill training programme in construction trades / any other trades to the registered BOC workers already identified by the Nodal Officers and approved by the District Monitoring Committee headed by the District Collector of the concerned district.
2. The Nodal Officer i.e., Deputy Commissioner of Labour / Asst. Commissioner of Labour of the concerned District shall collect the applications from the eligible registered BOC workers for imparting skill training programme and after obtaining approval of District Monitoring Committee headed by District Collector upload them in the TBOCWWB portal, verify and approve prior to the conducting of assessment and subsequent training programme and communicate the proceeding copy of the work order along with the approved trainees list and schedule of the training programme to the Training & assessing partner under intimation to the Board.
3. After receipt of the proceeding copy from the Nodal Officers, the Training Agency shall conduct the training programme as per the approved schedule and centers, trainees and the same shall not be changed without prior permission from the Nodal Officer of the concerned District. Without approval of the list of trainees by the Nodal Officer i.e Deputy Commissioners of Labour / Asst. Commissioner of Labour of the concerned district, the training program should not be commenced.
4. No duplication of previously trained workers or their dependants shall be allowed.
5. The registered construction workers with the seniority of minimum 2 months from the date of registration shall only be eligible for skill training.
6. The training shall be conducted by the Training Agency directly and no sub contractors shall be involved. If the training work is assigned to any sub contractors, the training fee shall not be paid.
7. The Assessing Partner shall conduct skill efficiency test to the candidate in their respective trade after imparting the training and certify to this effect.
8. Training should be conducted only in 15 working days and the training should not be conducted during the National Festivals and other Public Holidays.
9. The Training Agency shall take all safety precautions for the trainees.
10. Attendance of all the trainees must be maintained in Bio-metric system only by the Training Agency and the same shall be uploaded in the TBOCWWB portal.
11. In every batch, first day will be allowed for manual attendance to facilitate uploading of bio-metric data and rest of the days the attendance shall be taken with the bio-metric attendance system only.
12. The training programme shall be conducted at the identified and approved training centres only.
13. The Course Fee shall be paid to the training agency only for the trainees, who have attended 80% and above attendance.

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14. The course fee shall not be paid to the training agency in respect of the trainees who are having less than 80% of attendance.
15. Stipend as prescribed by the Government will be paid by the Nodal officer i.e Deputy Commissioner of Labour / Asst. Commissioner of Labour of the concerned District to the trained workers who are having 80% & above attendance in the training programme.
16. After completion of the training, the feedback report obtained from the trainees along with photographs and paper clippings shall be submitted to the Nodal officer i.e Deputy Commissioner of Labour / Asst. Commissioner of Labour of the concerned District by the training agency.
17. After completion of the training, final assessment shall be conducted by the identified Assessing Partner and a Training Certificate duly counter signed by the Nodal Officer of the concerned District shall be awarded to the successful trainees who are having 80% and above attendance.
18. The remittance particulars of GST by the training agency in respect of the training fee payments shall be furnished to the Nodal Officer under copy to TB&OCWW Board, Hyderabad for records.
19. After completion of the training programme, the following documents shall be submitted to the concerned Nodal officer i.e Deputy Commissioner of Labour / Asst. Commissioner of Labour of the concerned District for counter signature:-
 1. Abstract-A.
 2. Details of enrolled trainees in Annexure-I.
 3. Bio-Metric attendance sheet in Annexure –II.
 4. 80% attendance details in Annexure-III.
 5. Acknowledgement copy of the stationary items supplied during the training programme to the trainees.
 6. Feedback report obtained from the trainees along with photographs and paper clippings.
20. Upon the commencement of the training programme as per the work order issued by the Nodal Officer it is presumed that, the training agency has agreed the above terms and conditions and at any stage after commencement of training programme or completion of the training programme, any claim by the training agency for non acceptance of the above terms and conditions will not be entertained.

Instructions to the Nodal officer i.e., Deputy Commissioner of Labour / Asst. Commissioner of Labour of the concerned District:-

1. The Nodal Officer i.e., Deputy Commissioner of Labour / Asst. Commissioner of Labour of the concerned District shall with approval of District Collector invite proposals from the interested training and assessing agencies through local news papers and place the list of the interested agencies and place the proposals before the District Monitoring Committee headed by the District Collector. The Nodal Officer shall issue necessary orders to the training and assessing agencies as approved by the District Monitoring Committee. The norms for identification of the agencies is as per Annexure-“A & B”.
2. The Nodal Officer of the concerned District shall ensure that the above mentioned terms and conditions are complied by the Training Agency & Assessment Partner in conducting the training programme.

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3. The registered construction workers with the seniority of minimum 2 months from the date of registration shall only be eligible for skill training.
4. At the time of enrollment of registered building & other construction workers for training, they shall be linked up with their Aadhar Numbers.
5. No duplication of previously trained workers or their dependants should be allowed.
6. The Nodal Officer i.e., Deputy Commissioner of Labour / Asst. Commissioner of Labour of the concerned District shall collect the applications from the eligible registered BOC workers for imparting skill upgradation training programme and upload them in the TBOCWWB portal, verify and approve prior to the training programme and communicate the proceeding copy of the work order along with the approved trainees list and schedule of the programme to the training agency who shall conduct the training programme as per the approved schedule and centers and the same shall not be changed without prior permission from the Nodal Officer and District Monitoring Committee of the concerned District. Without approval of the list of trainees by the Nodal Officer i.e., Deputy Commissioners of Labour / Asst. Commissioner of Labour and District Monitoring Committee of the concerned district, the training program should not be commenced.
7. The Nodal Officer shall also decide on the number of batches where trainees identified are more than 30 and shall finalise the schedule and communicate the same to the training agency under intimation to the Board.
8. The Nodal Officer i.e Deputy Commissioner of Labour / Asst. Commissioner of Labour shall monitor the Biometric enrolment of all eligible candidates.
9. The Nodal Officer i.e Deputy Commissioner of Labour / Asst. Commissioner of Labour of the concerned District shall pay the prescribed stipend to the trained workers who have completed the training programme with 80% & above attendance.
10. After completion of the training programme, the training agency shall submit the following documents to the Nodal Officer i.e., Deputy Commissioner of Labour / Asst. Commissioner of Labour of the concerned District who shall countersign the same for taking further action in the matter:-
 1. Abstract-A.
 2. Details of enrolled trainees in Annexure-I.
 3. Bio-Metric attendance sheet in Annexure –II.
 4. 80% attendance details in Annexure-III.
 5. Acknowledgement copy of the stationary items supplied during the training programme to the trainees.
 6. Feedback report obtained from the trainees along with photographs and paper clippings.
11. The training fee shall not be processed without the above documents.

Dr. SHASHANK GOEL,
PRINCIPAL SECRETARY TO GOVERNMENT

Annexure-D

The skill training and vocational training shall be provided to the registered construction workers and their dependants in the following trades notified by the Ministry of Labour & Employment, Government of India:-

S. No	Sector	Area/Course	Education Level	Duration (hrs)
1	Construction Trades	Masonry and concreting	Not applicable, as it is skill up-gradation training programme for registered workers who are already engaged in their respective trade	120 (theory 24 hrs, practical 96 hrs)
2		Electrical house wiring		120
3		Plumbing & sanitation		120
4		Painting & Decoration		120
5		Bar bending		120
6		Welding		120
7		Dry wall & False ceiling / Building & carpentry and Formwork carpentry, marble work, tiles work, POP etc		120
8	Apparel & Garments	Industrial Sewing Machine Operator	5 th	360
9		Knitting and tailoring machine repair		
10		Surface Ornamentation Techniques	5 th	208
11		Tailor (Basic Sewing Operator)	5 th	270
12	Electronics	Cable/DTH/STB repair		
13		Repair & Maintenance of Domestic Electronic Appliances	8 th	520
14		Repair & Maintenance of Office Electronic equipment	8 th	520
15		Repair & maintenance of personal electronic devices	8 th	520
16		Repair & maintenance of personal electronic devices	8 th	520
17		Wireman control panel		
18	Fabrication	Arc and Gas Welder	8 th	700
19		CO2 Welder	8 th + FAB 701	300
20		Pipe Welder (TIG & MMAW)	8 th + FAB 701	300
21		Sheet Metal Worker (Panels, Cabins & Ducts)	8 th	500
22		TIG Welder	8 th + FAB 701	300
23		Welder (Repair & Maintenance)	8 th	500
24	ICT/Ites	Data Entry Operators	10 th	180
25	Renewable Energy	Assistant Solar PV Technician	Mini.8 th Pass+18yrs. Of Age	600
26		Manufacturing Assistant- Solar hot Water	7 th & 14 yrs	500
27		Solar electric System Installer & Service Provider	8 th & 18 Yrs	500
28		Solar electric System Installer & Service Provider up to 2000L)- including servicing	8 th & 18 Yrs	500
29	Security	Industrial Security Guard	8 th	150
30		Security Guard(General)	8 th	150
31	Telecom	Telecom DTH Installation Technician (TLC 101)	10 th	144
32	Wood Work	Basic Wood Work (WOO101)	5 th	270
33		Wooden Furniture	5 th + WOO101	
34	Any other trades	To be decided by the District Monitoring Committee and necessary proposals shall be submitted to the Board for issuing necessary orders by the Government.		

Dr. SHASHANK GOEL,
PRINCIPAL SECRETARY TO GOVERNMENT